



# WORKFORCE STRATEGY CENTER

RETHINKING TRAINING: THE  
PRESSURE IS ON

OCTOBER 2004

# WORKFORCE STRATEGY CENTER

- National nonprofit organization
- Shaping policy and institutional change
- Creating a MARKET-DRIVEN workforce system

# AGENDA

- Goal: To discuss demand driven service delivery models in scarce resource environments
- 9 – 9:30 Introduction and background
- 9:30 – 10:00 Drill #1: What goes in to building a demand driven system?
- 10:00 – 10:15 Break/ Arrange into teams
- 10:15 – 10:45 Drill #2: Discussion and report out by team
- 10:45 – 11:05 Partnerships and funding
- 11:00 – 11:15 Summary/ Questions

# EMPLOYER PARTNERS



FEDERAL RESERVE BANK *of* NEW YORK



Advantageware

Boston  
Scientific  
*Delivering what's next.™*

# WHAT EMPLOYERS WANT

- Skilled and reliable employees
- Employees with experience
- Targeted recruitment
- Training to their specifications

# CAREER PATHWAYS

## BUILDS ON FOUR KEY PRINCIPLES:

- Need for continuing skills development
- Sectoral career pathways framework
- Central role for community colleges
- Unrealized potential

# WHAT'S THE DIFFERENCE

- More partnerships help spread the workload
- Directly involves employers in program design
- Pulls from many funding streams



# MEDICAL DEVICE MANUFACTURING CLUSTER

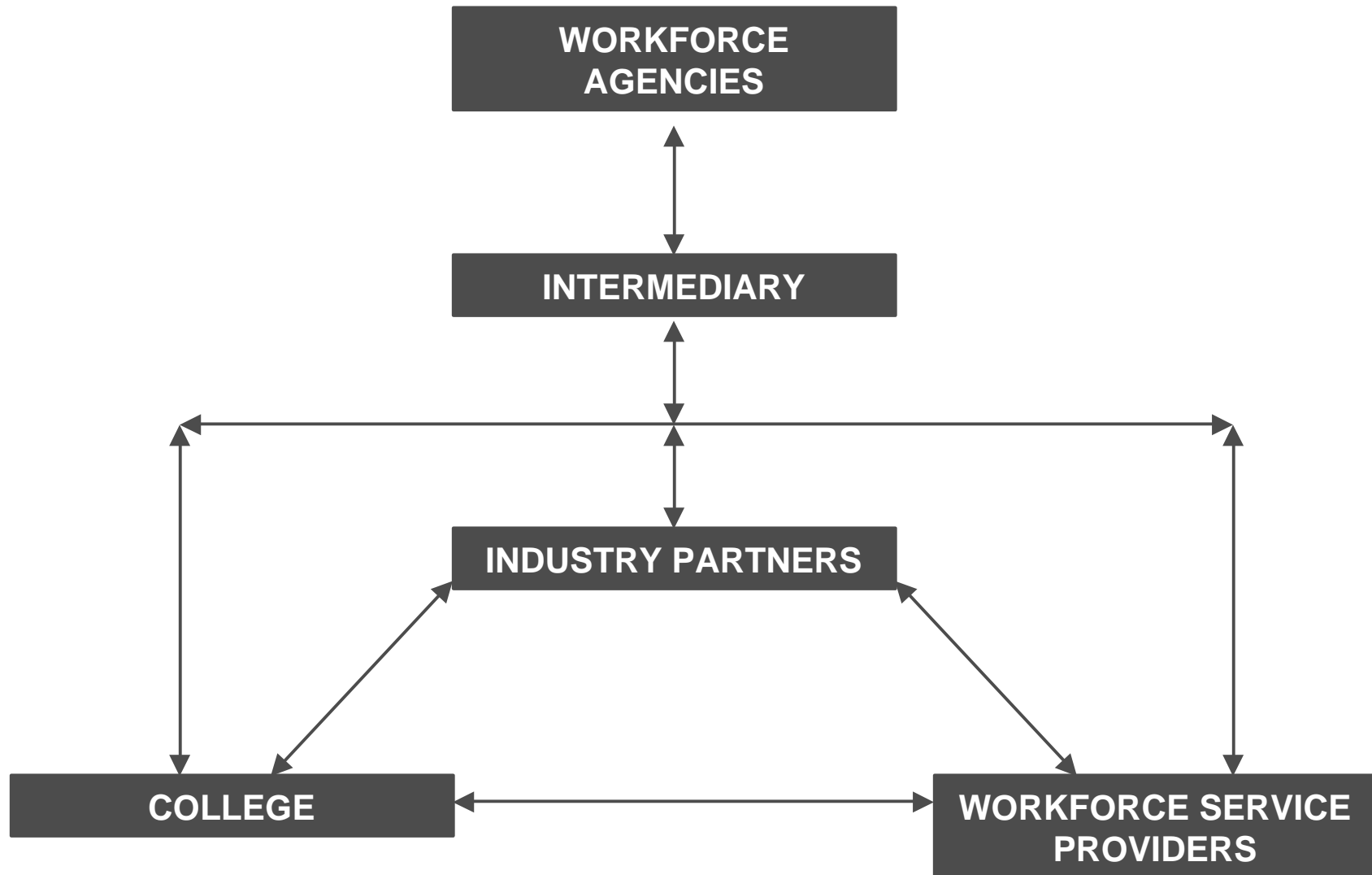
SARATOGA/ WARREN/ WASHINGTON WIB  
ADIRONDACK COMMUNITY COLLEGE  
NEW YORK STATE DEPARTMENT OF LABOR  
BOSTON SCIENTIFIC CORPORATION

WORKFORCE STRATEGY CENTER  
NEW YORK ASSOCIATION OF TRAINING AND  
EMPLOYMENT PROFESSIONALS

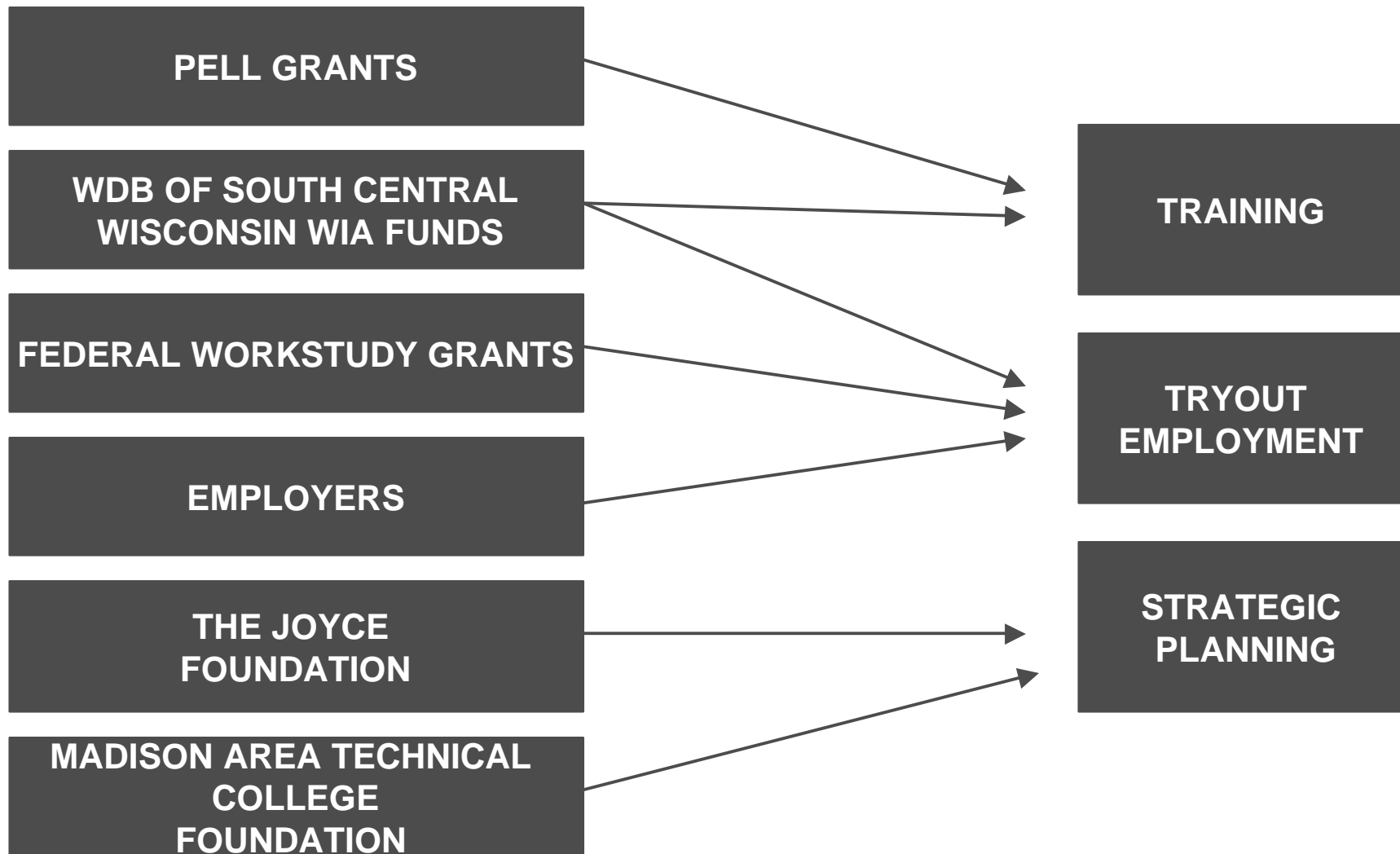


June 2004

# PATHWAYS ORGANIZATION



# MADISON FUNDING MODEL



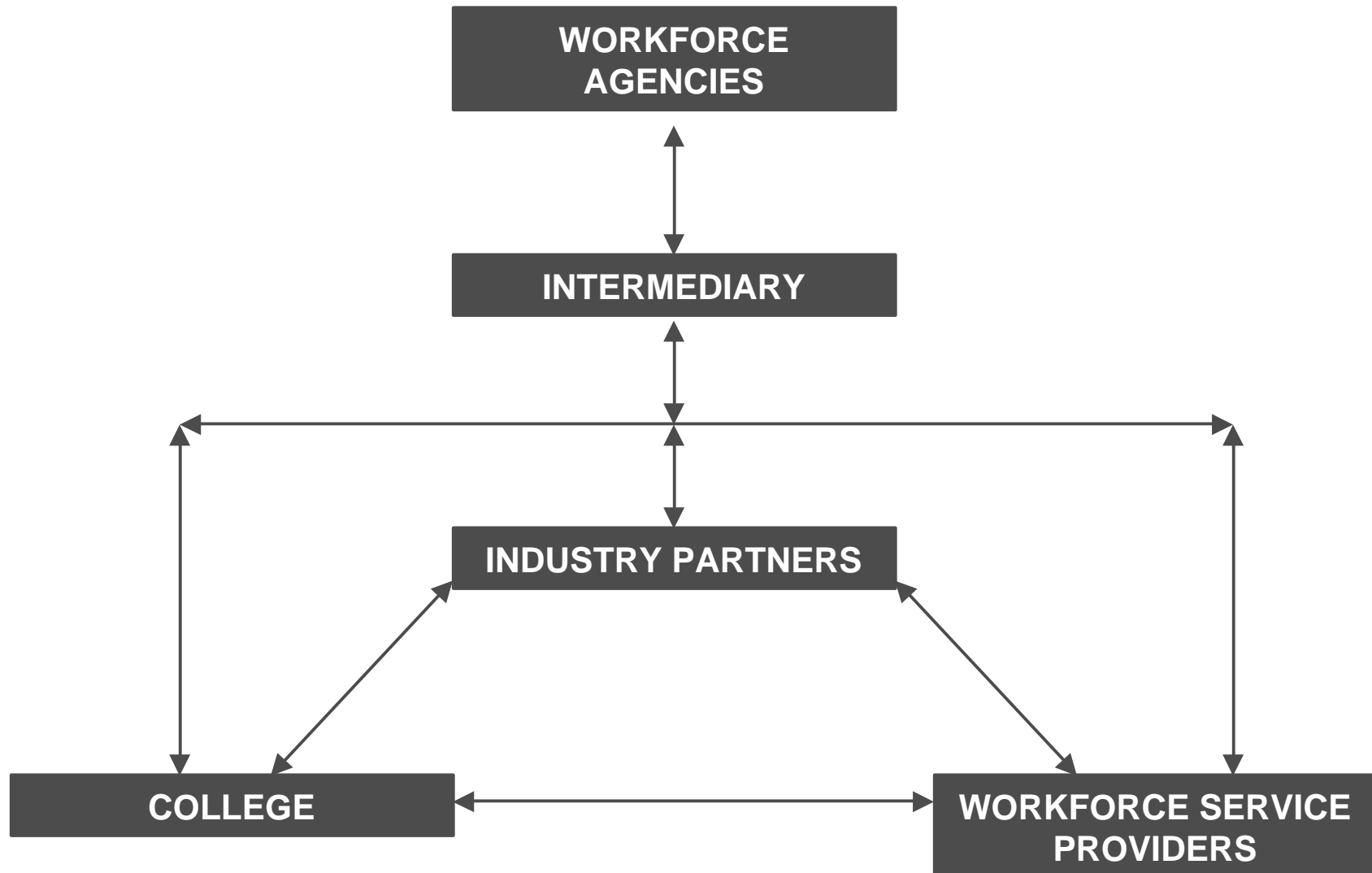
# THE WORK AHEAD

- Build and strengthen connections with employers
- Revise curriculum to meet hiring needs in target sectors
- Focus funding resources on career pathways
- Integrate our workforce, education, and economic development systems

# PIECES TO THE PUZZLE

	Highly Developed	Part-Way Developed	Not Sure	
Labor Market/ Jobs Info				▶
Existing Training/ Curriculums				▶
Career Pathways				▶
Marketing & Recruitment				▶
Working with Support Services				▶
Partnerships & Division of Labor				▶
Employer Involvement				▶
Funding				▶
Program Evaluation				▶
				▶
				▶
	↓	↓	↓	

# OVERCOMING UNDEVELOPED AREAS



# PARTNERSHIP AGREEMENTS

## **New York IT Career Ladders Consortium**

### **Mission**

To develop and sustain a regional Information Technology career ladder system that is targeted to high wage, high demand jobs and that meets the needs of both employers and workers.

# PARTNERSHIP AGREEMENTS

## **New York IT Career Ladders Consortium**

### **Operating Principles**

Responding to the need for well-trained, job-ready technology workers in the New York Metropolitan Region, the New York Information Technology Career Ladders Consortium (NYITCLC) is developing and bringing to scale an innovative career-ladder based model of IT job training and placement. NYITCLC is building a framework for a regional system of IT training by melding the job placement needs of regional employers with the job training and placement capacities of the NYITCLC partnership.



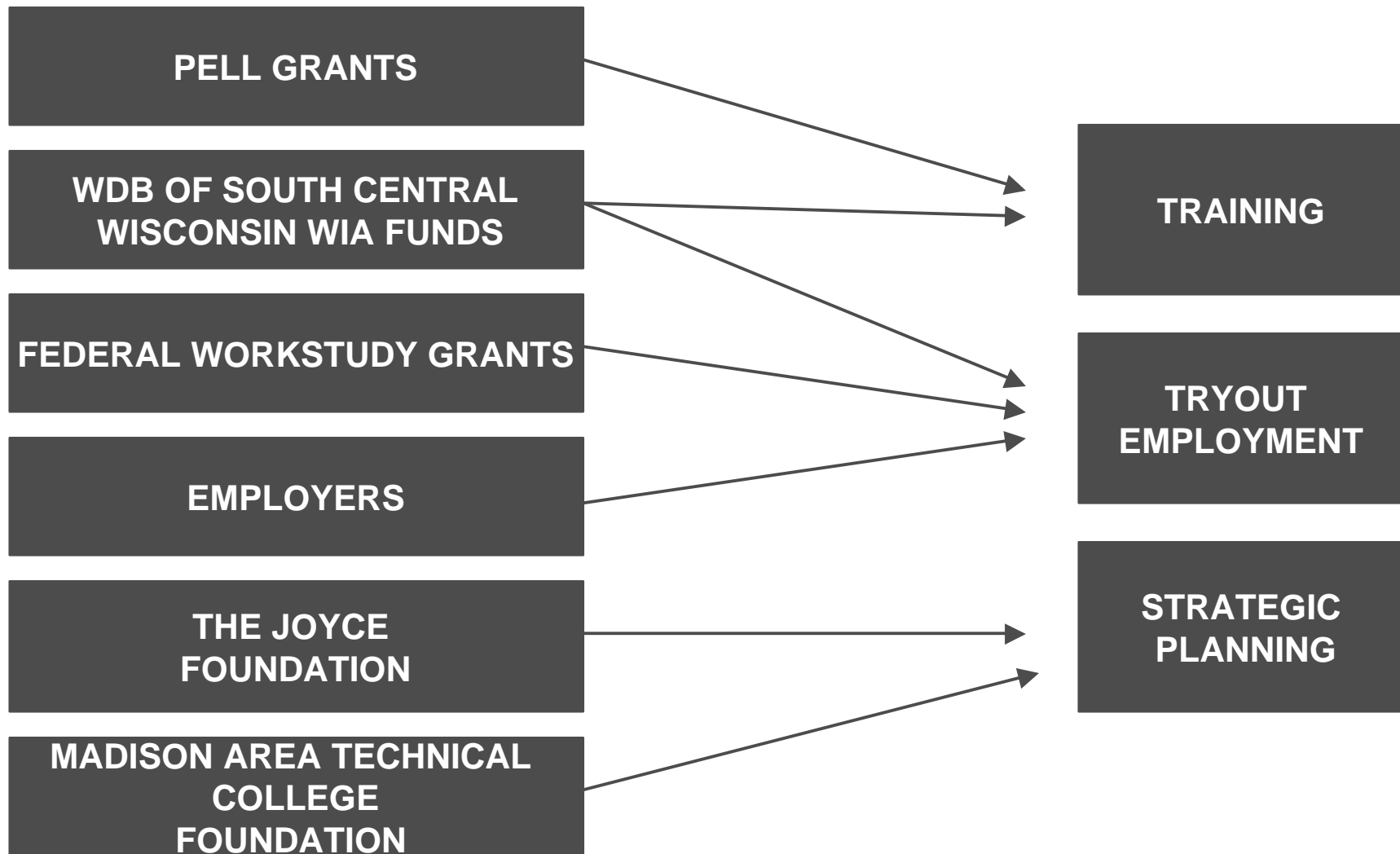
# THE MADISON APPROACH

- Partnership between the Workforce Development of South Central Wisconsin, Madison Area Technical College and employers
- Targets sectors such auto, health, manufacturing, and IT
- Leverages WIA and post-secondary funding

# ROLES AND RESPONSIBILITIES

- Employers
- One-Stop/Job Centers WDB, MATC and employers
- Technical College
- WDB

# MADISON FUNDING MODEL



# SUMMARY

To discuss strategies for how to align training activities with business needs and the needs of partners and still deliver good programs to job seekers.

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